

Benefits

General ADM, CLK, CLT, MGT, PRF, SUP, TI

Union Code	ADM, CLK, CLT, MGT, PRF, SUP, TI
Representation	SBPEA
Contract Date	2008-2014 *
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Benefit Plan \$ Hired BEFORE July 15, 1993	\$190.00
Medical Premium Subsidy (MPS) Hired BEFORE July 15, 1993	Effective July 14, 2012 Employee Only \$0 Employee + 1 \$134.83 Employee + 2 \$269.64
Medical Premium Subsidy (MPS) Hired AFTER July 15, 1993	Effective July 14, 2012 Blue Shield Signature HMO Employee Only \$194.90 Kaiser Permanente Employee Only \$230.25 Blue Shield PPO Employee Only \$228.54 Employee + 1 \$324.83 Employee + 2 \$459.64
Dental Premium Subsidy (DPS)	Up to \$9.46
Medical Opt-Out	Opt-Out Before 7/23/05 \$133.85 Opt-Out After 7/23/05 \$40.00
Medical Waive	Waived Before 7/23/05 \$190.00 Waived After 7/23/05 \$40.00
Vision	Employee Only
Life Insurance - Employer Paid	ADM, MGT: \$50,000 SUP, TI: \$35,000 PRF: \$25,000 CLK, CLT: \$20,000
Voluntary Life	\$10K - \$700K
Voluntary AD&D	\$10K - \$250K
Leave Provisions	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Bereavement	2 Days (3 days if traveling more than 1,000 miles)
Holiday	13 + 1 floating
Annual/Administrative	MGT only – 80 hours Administrative w/cash-out option SUP only – 40 hours Administrative w/cash-out option, and 40 hours Annual w/no cash-out option
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave
Retirement – County Contribution	
Tier I (Hired prior to 1/1/2013, reciprocity provision may apply) 2.0% at age 55	7% County Pick Up/Contribution Hired Before January 27, 2009 OR 5 years of continuous Regular County Service

Tier II (Hired on or after 1/1/2013) 2.5% at age 67	No County Contribution
Retirement - Other	
457(b) Eligible to enroll at any time	After one year of continuous service in a regular position, employees are eligible for a biweekly match from the County. Match = ½ times the employee's contribution up to ½% of the employee's biweekly base salary.
Retirement Medical Trust Fund	After 10 years of Regular continuous service, eligible to convert sick leave to Cash Value Formula <u>County Contribution, based on years of service:</u> 10-14 years = 1% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.5% of bi-weekly base salary
Other	
Annual Tuition Reimbursement	Funds/Amounts depend on bargaining unit
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/per Pay Period, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$245/month for qualified transportation (commuter) expenses
Short Term Disability - General	55% up to \$1,067/week (eff 1/12/13)

The County provides **Benefit Plan Dollars** and/or **Premium Subsidies** to help off-set the cost of your medical and dental premiums.

Hired After July 15, 1993

Example #1: An Accountant I elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$227.60 (combined cost of premiums)
- \$194.90 (medical premium subsidy)
- \$ 8.14 (dental premium subsidy- 90% of \$9.04)
- \$ 24.56 (out-of-pocket cost)**

Example #2: An Internal Auditor II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$825.64 (combined cost of premiums)
- \$459.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$356.54 (out-of-pocket cost)**

Hired Before July 15, 1993

Example #3: A Planner III elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$825.64 (combined cost of premiums)
- \$190.00 (Benefit Plan Dollars)
- \$269.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$356.54 (out-of-pocket cost)**